

Code of Conduct for Suppliers and Business Partners

1. The Company herewith declares its intent and will use its best endeavours:
 - to comply with all applicable local, national and international laws and regulations;
 - to tolerate no form of and not to engage in any form corruption and bribery;
 - to respect the human rights of its employees, in particular to promote equal opportunities for and treatments of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation political or religious conviction sex or age;
 - to tolerate no form of and not to engage in any form of forbidden child labour and forced labour;
 - to act in accordance with the applicable statutory regarding environmental protection;
 - to take responsibility for the health and safety of its employees and
 - to adhere to existing laws that uphold and promote competition, in particular prevailing antitrust laws.

2. The Company has or will implement processes to mitigate such risks as described above for its own business process. Further on, the Company expects similar approaches from its own business partners, especially from its own suppliers and service providers and will use reasonable endeavours to ensure that its business partners also comply with this code of conduct to the same extent.

3. The here described guidelines for the ethical conduct of business are based on the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption, the Universal Declaration of Human Rights of the United Nations as well as the OECD guidelines for Multinational Enterprises.

Confirmation on the Part of the Supplier or Business Partner

We hereby confirm that we have received and understood the Code of Conduct for Suppliers and Business Partners. We further guarantee that all of our activities are carried out in accordance with the contents of the Code of Conduct for Suppliers and Business Partners.

Company name

Name and role

Company number

Date and location

Signature